Violence Against Tribal Women at Workplace: A Comparative Study of Rajaborary Estate and Ranchi District

Synopsis

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AAKANKSHA SHARMA

Under the Supervision of

Prof. Poornima Jain

Department of Sociology and Political Science

Faculty of Social Sciences

DEPARTMENT OF SOCIOLOGY & POLITICAL SCIENCE
FACULTY OF SOCIAL SCIENCE
DAYALBAGH EDUCATIONAL INSTITUTE (DEEMED UNIVERSITY)
DAYALBAGH, AGRA – 282005
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INTRODUCTION

In India, women have low status since ancient time due to which they are suppressed in different ways. Patriarchal society has been in practice since ages due to which women have to suffer a lot. Evil practices such as Johar, Sati etc. were practiced since ancient period as a result of which they are used to such practices of suppression and are unaware of their rights. They don't have their basic right of freedom since ancient period but now scenario is changing and concepts like Women Empowerment were introduced and also included in syllabus of schools and colleges.

With changing time, scenario is changing but now also women prefer to become **'silent prey'** as they are taught to be dutiful towards their father and then husband as a result of which this suppression is becoming tradition which is passed on from generation to generation. Situation is getting worse when girl child is being raped by relatives or strangers and cases like this are increasing in 21st century which is even worse situation now.

The term "Violence Against Women" refers to many types of harmful behaviour directed at women by both the genders. According to the **WHO Report (2017)**, the term **"Violence Against Women"** can been defined in following way:

"Any act of gender-based violence that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivations of liberty, whether occurring in public or private life."

Women face violence in every stage of their life, from its conception till death and in every form. It can take any form such as- spectrum of physical, sexual and psychological acts of control, threat, aggression, abuse, female infanticide, child abuse, incest, rape, sexual harassment, Intimate Partner Violence (IPV) etc. Violence against Women (VAW) is a global phenomenon that cuts across boundaries of age, socio-economic status, education and region. Violence against women is a concept which can be seen everywhere and, in many cases, is deep rooted form of discrimination against women.

Harassment at workplace is very common nowadays and can be seen in every sector whether its private, government or corporate sector. It is practiced in order to make women suppress and make them feel inferior. Most important causes of sexual harassment at workplace are the culture, value system, relative power & status of the men and women in our society

Awareness regarding sexual harassment at workplace spread across country through the 1985 case of **Bhanwari Devi,** a social worker who was gang raped by 5 people at workplace in Rajasthan in order to take revenge from her because she was trying to stop child marriages in villages under Women's Development Project which was initiated by Rajasthan government and she dared to stop marriage of infant daughter of a well-known Gujjar family. Police and Doctors also refused to help the victim Bhanwari Devi as a result of which arose the agitation among NGOs and various women's groups. This incident became popular as **Vishaka case** as it was about justice of women at workplace and their respect. It is popularly known as Vishaka and Others vs Rajasthan and Others. In 1997, it becomes popular as **Vishaka guidelines** which still play an important role in filing cases related to sexual harassment at workplace.

As a result of Vishaka case, most famous act came which is known as **The Indecent Representation of Women (Prohibition) Act, 1986** and **Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013** was introduced by Government of India. These acts were introduced by Government but they are to some extent, still on paper & there is need of awareness regarding such acts & policies among women so that they can protect themselves and fight for justice.

Table 1. National Crime Record Bureau (NCRB) Crime Record of 2018 & 2019

Violence Against Women	2018	2019
Cruelty by Husbands & Relatives	89,097	4,05,861
Kidnapping & Abduction of Women	27,814	1,05,734 (More than 1.8% decrease)
Rape	4,293	45,536
Murder	3,152	48,543 (More than 4.3% Increase)
Hurt (Including Acid Attack)	6,80,868	7,02,640
Human Trafficking	2,278	2,260 (0.8% Decrease)
Crime/Atrocities against Scheduled Tribes (STs)	6,528	8,257 (26.5% Increase)

Source: NCRB Report 2018 & 2019

The above Table (Table 1) shows the NCRB data of sexual harassment both of home and workplace of 2018 and 2019 respectively. Most of the cases remain unreported according to NCRB. Different initiatives were taken under different acts in order to make women aware like **The Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013** mandates setting up of

an internal committee in each and every government department/ Institution. The category of **Rape** comes under Sexual harassment at Workplace.

HISTORY OF VIOLENCE AGAINST WOMEN

As WHO report (2017) states, Violence can be of any type, whether it is verbal, physical, psychological, it impacts women as well as their children deeply. It's going on in our society since long period of time. Women are treated as **'Statue of sacrifice'** as a result of which they are treated as liability rather than asset. Socialization of men & women both play a vital role in promoting Violence Against Women (VAW) since ages. If in a society, men are taught to respect women whether they are their wife, daughter or sister, chances of decreasing rate of violence may be there. But in reality, the image of socialization is different. Male are taught to be a man only if they are able to impress a woman. In many tribal societies, polygamy is practiced & getting married with many women is seen as honour or prestige. This practice of polygamy may also lead to Violence against Women.

In many cases, when men are stressed due to their job pressure, they relieve their frustration by beating their wife or having forced sexual intimacy. It is often considered that after getting married, husbands have right to have sexual intimacy and women are bound to entertain them as they are dutiful towards them. Other cases are of alcohol abuse and practice of wife battering. In many societies, it is natural tendency of men to beat their wife as they think of it as prestige.

Society also believes that women are physically and emotionally weak so they can be treated in any way and they don't have their say regarding anything. But now scenario is changing day by day as women are getting aware regarding their rights and acts which are implemented for their safety. Many NGOs are also working on uplift of women. National Human Rights Commission has stated that practice of domestic violence is most common and is violating basic rights of women at world level.

National Human Rights Commission (NHRC) has worked on types of violence women go through from the time of their birth till death. Some of them are female infanticide, wife battering, eve-teasing, rape, child sexual abuse etc.

Table 2. Forms of Violence against women at different stages of their life

STAGES	TYPES OF VIOLENCE
Pre-Natal	- Pre-Birth Elimination of Females - Physical Battering during Pregnancy
Infancy	- Female Infanticide - Differential access to Care, Nutrition, Health care and Education
Childhood	- Child Marriage - Child Sexual Abuse - Child Prostitution - Differential access to care, nutrition, Health care and Education
Adolescence	- Molestation/Eve Teasing - Rape - Incest - Sexual harassment in the workplace - Forced Prostitution - Trafficking - Violence associated with pre-marital pregnancy
Youth and Childhood	- Domestic Violence - Marital Rape - Dowry related abuse and Murder - Homicide - Molestation - Sexual Abuse, Rape
Old Age	- Abuse of Elderly - Abuse of Widows - Threat of Sexual Violence - Lack of Access to Care, Nutrition and Medical facilities
COVID-19	- Harassment at workplace - Mental torture - Physical exploitation for sake of money

Source: WHO Report 2019

The above table (Table 2) describes all types of violence women face during their life-time. COVID-19 was added by researcher regarding her study.

Out of this, eve-teasing and rape affect women's mental health deeply and almost at all level. Recently, sexual abuse of child was highlighted in media as cases were increasing in school as well as at other places also.

During COVID-19 period, cases of domestic violence & rape have increased. During lockdown period, there were increased number of rape cases even of small children as well as aged women. According to NCRB data, highest complaints were received during 25th March 2020- 31st May 2020 which was 31,01,477, greater than complaints received in 10 years during these particular months. "Many cases are still under-reported" claimed by National Commission for Women (NCW). This situation not only

occurred in India but also in abroad countries. Women of Africa, insisted government to open office of their husbands so that they can get rid of domestic violence which they have to face daily during COVID-19 period. Following are some data related to increasing number of cases in abroad countries-

Fig 1. Increasing number of cases during COVID-19 at other countries (Source: CBS News)

LITERATURE REVIEW

✓ **Thurman et al (2003)** in their report titled **"Violence Against Indian Women"** noted that availability of resources to address the problem are more limited in tribal area as compared to rural areas as they are not aware of laws. They had done in-depth study of what community think about domestic violence and also worked on its solution in this project. Mrs. Pamela Jumper Thurman & her team had done in-depth study on community's thinking & people's readiness which is main cause of violence against women according to her. She mentions in her project report that culture is main barrier of violence against women.

✓ **Jeyaseelan L. et al (2007)** in their report titled **"Physical Spousal Violence Against Women in India: Some Risk Factors"** highlighted the fact that out of 9,938 women, 2,593 women face any kind of physical violence during their lifetime of marriage. Some of the reasons mentioned by researcher are dowry harassment by in-laws, alcohol consumption by husband, gap in employment factors between husband and wife leads to increasing number of cases of domestic violence in rural & slum area.

✓ According to Research by **Bontha & Mr. Kar (2009)** entitled **"Domestic Violence against Women in Eastern India: A Population-based study on prevalence & related issues"** reported that

physical violence was highest in Jharkhand followed by West Bengal & Orissa. Psychological violence can be found in all states equally. It was stated that men were also equally harassed during their life-time. Jharkhand has highest male violence in North-East.

✓ According to Research by **Neuman Sandra (2013)** entitled **"The Issue of Sexual Violence against Women in Contemporary India"** there is relation between Modernization and increasing number of cases of Domestic Violence. He had done his research with respect to Durkheim's theory of Anomie and relates Violence Against Women with negative aspect of Modernization. Patriarchy nature of society also contributes to increasing number of violence against women.

✓ **Ghooi & Deshpande (2013)** in their research paper titled **"Violence Against Women in India: A Case for Research in Tackling the Menace"** stated that Eve-teasing & Rape incidence are increasing day by day. Eve-Teasing has higher number of incidences but low effect on girls & women whereas Rapes are increasing in number and has high effect on women & girls. Bollywood movies has highlighted crime such as eve-teasing, rape etc. and as result of which number of crimes are increasing in our society.

✓ According to Research by **Chaudhary Rakesh et al (2014)** entitled **"Domestic Violence Against Women's in India A Study"** in area of Lucknow, it is being studied that 20% of women are being hurt physically by family members, 34% of women are mentally hurt by in-laws & 32% of total respondents faces problem of physical violence by their husbands and concludes that various important bodies such as Judiciary, NGOs, Police, Media etc. are working on this issue in order to aware and sensitize women regarding their rights.

✓ **Harbishettar Vijaykumar & Math S.B. (2014)** in their Research paper titled **"Violence against Women in India: Comprehensive care for survivors"** highlighted the consequences of domestic violence such as Post Traumatic Stress Disorder (PTSD), Anxiety disorders, Depression etc. and concluded that such patients should undergo standardized and simplified mental health screening and students at graduate level should learn skills like counselling in order to minimize depression among victims of domestic violence. All district hospitals should have women & child welfare section which

includes Social worker, Counsellor in order to assist survivors of Domestic violence be it of any kind. Various NGOs are working on this burning issue in order to minimize cases related to it.

✓ **Haseena (2015)** in her Research paper **"Tribal Women as the victims of the interrelation between the empowerment & domestic violence in Kerala"** highlighted the ways in which tribal women get violated. She also highlighted some rituals which are practiced in tribal areas such as marriage practices, age at marriage, age of mother etc. which are main factors of violence of women whether its physical violence or mental violence. She also described how lack of education play a major role in Violence against Women. In her Research paper, she described how in every phase of life woman encounter violence whether its physical, mental, economic or domestic violence.

✓ **Kalokhe Ameeta et al (2016)** in their Research paper **"Domestic violence against women in India: A systematic review of a decade of quantitative studies"** addresses that woman of South-East Asia are more prone to face domestic violence by their partner during lifetime than European countries. She addressed main issues of Domestic Violence which includes patriarchy, early childhood marriage, negligence to education of girls. According to her report, past 10 years have been an incredible period of growth in Domestic Violence research in India & South Asia. This report pointed out various reasons for domestic violence in India including cultural barriers, mental health, physical health, children's issues. It was purely quantitative research.

✓ **Dhal (2018)** in her Research paper **"Situating Tribal Women in Gender Discourse: A Study of the Socio-economic Roots of Gender Violence in Odisha"** addresses that globalization and patriarchal nature of society are the main causes of violence against women. She also highlighted how migration of tribal people leads to exploitation of women and increase in globalization and industrialization lead to expansion in rated of violence against women. She addresses that woman by birth lead to some form of atrocities even when she is in her mother's womb also.

✓ **Singh & Negi (2019)** in their research paper **"Domestic Violence Against Married Women-A Study on Scheduled Caste & Non-Scheduled Caste Tribal Women of Kinnaur District"** stated that males think that performing violent act on their wives are their rights. They also said that mentality of society regarding weakness of women both physically and mentally are the main cause of approving violence against women. He stated that domestic violence is going on in world since the existence of

human beings. In India women are also deprived of their right to life & liberty which is against the Indian constitution. They had taken 40 married women respondents of Kinnaur district, Himachal Pradesh in order to fulfill objective of research. Although 'Domestic Violence Act, 2005' was made for protection of women but violence rate is increasing day by day. Women are not safe at their home although it is believed that home is the safest place for all. Most of the cases are having affairs which is the main reason of violence against women.

RESEARCH GAPS

* Studies on violence against tribal women has remained a neglected field in sociological research, which the present work will contribute.
* Very few studies have been done on violence against tribal women and their mental health, this study will fill the gap.
* Mostly domestic violence against tribal women has been studied, violence at work place has not been studied which is one of the objectives of this research.

STATEMENT OF PROBLEM

Violence Against Women is prevalent worldwide. It can be seen everywhere. It is considered as global pandemic since its going on from ages and that too worldwide. It can be in any form-Physical, Verbal, Psychological, Mental etc. International organizations are working on this issue as it has severe impact not only on women but also on their children.

According to World Bank report-

- **35% of women** worldwide have experienced either physical or sexual **Intimate Partner Violence (IPV) or Non-Partner sexual Violence.**
- Globally, **7% of women** have been sexually assaulted by someone other than a partner.
- Globally, as many as **38% of murders of women** are committed by an intimate partner.
- **200 million women** have experienced **female genital mutilation/cutting.**

In some of our scriptures also, it is mentioned that women are dutiful towards their parents and then husbands which means that they don't have any say since ages which made them weak and they are treated as nature whose only duty is to nurture the needs of others. This also leads to debate that seeds

are used for women metaphorically and plant is used for men. This leads to struggle for women's rights and feminist wave.

Tribal women are very prone to Violence Against Women (VAW) whether it is home or workplace. The reason behind it is they come under backward class since ages. Tribal people prefer to remain isolated as they have their own culture and don't want to get assimilate with others. Various sociologist saw tribal people as different perspectives. Some sociologist like G.S. Ghurye believes in assimilation of tribal people among Hindu caste while other sociologist like Verrier Elwin believed to keep them isolate in their area. Schedule 5th of Indian Constitution is meant for Scheduled Tribes.

In this Research, our main focus will be on Violence against Tribal Women at workplace during COVID-19 period. Nowadays, many women are working but they have to struggle a lot at workplace also. Government has introduced many policies and schemes for upliftment of tribal women so that they can become independent and earn on their own. But in private sector, exploitation of young girls and women is very common and increasing day by day. During COVID-19 period, cases were increased and complaints reported were also increased. Introduction to Technology also leads to harassment of women, as in COVID period, technology was introduced and also leads to misuse to exploit women. Women should be aware of technology as well as people torture them mentally using images and personal data.

KEY TERMS

- **Violence Against Women (VAW)-** In this study, term Violence Against Women refers to all the violent practices which are practiced on women whether physical, mental, sexual such as Eve-Teasing, Rape, Domestic Violence etc.
- **Scheduled Tribes-** In this Research, scheduled tribes are those people who come under 5th schedule of Indian Constitution. Scheduled tribes be described as "such tribes or tribal communities or parts of or groups within such tribes or tribal communities as are deemed under Article 342 to be Scheduled Tribes for the purpose of this constitution."
- **Tribal Women-** Women who comes under Scheduled Tribes and are working to earn their livelihood are considered as Tribal women in this study.
- **Workplace-** In this study, Workplace refers to a professional space where tribal women works as employee for earning money by using their skills.

- **COVID-19 Period:** In this study, COVID-19 period refers to situation of lockdown due to pandemic, due to which no one is able to go out of their home.

Normally people think that, Violence Against Women includes only physical torture but it also includes verbal harassment, mental pressure or torture, blackmailing etc. It's a wide area in itself. Here we not only focus on physical harassment but all aspects of violence against women including workplace. We will cover increasing number of cases in women among tribal areas and their consequences during COVID-19 period.

Nowadays tribal women are progressing and are considered as working women or bread-winner of their home. But due to digitalization, they have to face lot of issues which comes under Violence against women and are considered to be as Cyber-crime. Women are being harassed or blackmailed in order to exploit them at workplace. Many studies have been done but this study will focus on Violence against women at workplace of tribal women during COVID-19 period and reasons of increasing number of cases during this period. Many young working girls are blackmailed when they are working at some point of time. Government has made some policy and acts for them but they are not aware of that. We will make them aware of such policy and acts and guide them regarding how can they tackle such threatening situation as it is need of time.

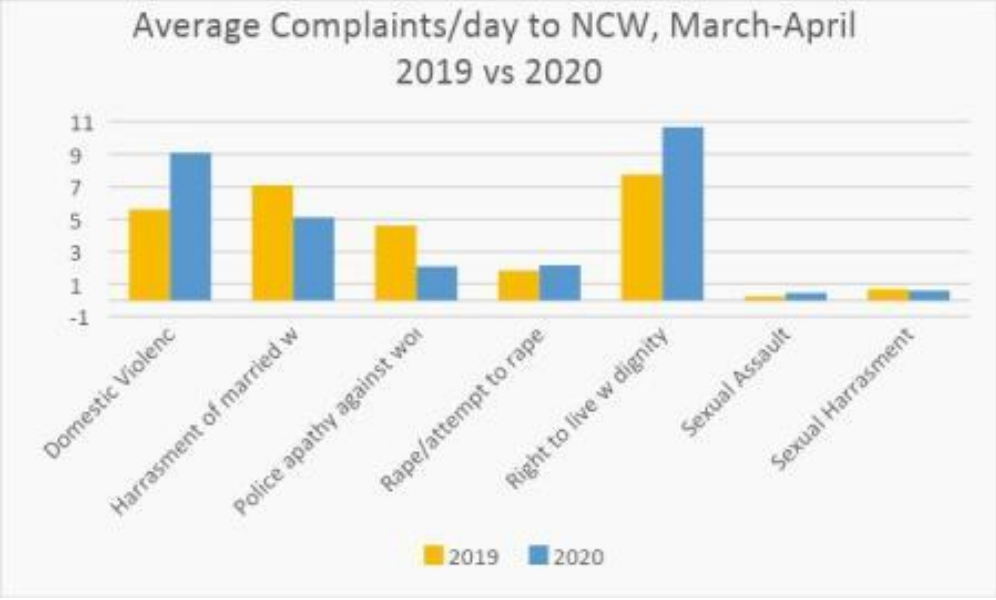

Fig 2. NUMBER OF INCREASING CASES DURING COVID-19 PERIOD
(Source: https://qz.com/india/1838351/indias-coronavirus-lockdown-leads-to-more-violence-against-women/)

SIGNIFICANCE OF THE STUDY

Violence Against Women (VAW) is ancient evil practice done on women. It is spread world-wide from ancient period. It is also mentioned and shown in our mythologies such as Mahabharat, Manu Smriti etc. Women had to fight for their basic rights such as Right to Education, Right to Vote etc.

Our study will focus on types of violence and its effect on victims. It will be done on scheduled tribe women to study impact of violence on their personality and will make them aware regarding various laws and actions which they can take when they are becoming victims of Violence whether it is mental, physical or psychological. This study will highlight violence against women in tribal areas and how they get mentally affected by it. No study has been conducted so far on impact of 'epidemic' (COVID-19) on violence against tribal women. The present study will cover this important dimension of violence against tribal women.

OBJECTIVES

- To compare the socio-economic background of Tribal women of Rajaborary estate and Ranchi district.
- To compare the frequency and types of violence against Scheduled Tribes women before and during the pandemic of COVID-19 among Rajaborary estate and Ranchi district.
- To analyze the impact of violence against scheduled tribe women on their cognitive and mental well-being during pandemic.
- To analyze socio-cultural factors responsible for violence against tribal women in Rajaborary estate and Ranchi district.
- To compare sexual harassment at workplace of tribal women of Rajaborary estate and Ranchi district.

HYPOTHESIS

Following Null hypothesis has been framed by Researcher in this study.

Hypothesis 1: There is no difference in socio-economic background of Rajaborary estate & Ranchi district.

Hypothesis 2: There is no difference in frequency and type of violence against Scheduled Tribes women before and during the pandemic of COVID-19 among Rajaborary estate and Ranchi district.

Hypothesis 3: There is no difference between the impact of violence against women on scheduled tribe women's cognitive & mental health during pandemic.

Hypothesis 4: There is no difference between socio-cultural factors and violence against tribal women in Rajaborary estate and Ranchi district.

Hypothesis 5: There is no difference in the violence against women in Rajaborary estate and Ranchi district.

RESEARCH METHODOLOGY

- Research Design: **Descriptive.**
- **Universe**: All tribal women of Rajaborary **(Harda District, MP**) & of **Khunti District (Ranchi, Jharkhand).**
- **Sample**: 50 tribal women of Rajaborary estate and Ranchi district each. Sample will be chosen randomly. Systematic Random Sampling will be used in this research.

Sources of Data

- **Primary data**- Questionnaire, Case study method, Participant observation.
- **Secondary data**- Authentic print media, Social media, News items, Books, Research journals, National Crime Report Bureau's report etc.

Tools & Techniques

- **Questionnaire-** A systematic Questionnaire will be designed in order to collect first hand data.
- **Case Study method-** Case study method will be used by Researcher including Participant observation.

CHAPTERIZATION

The entire research will be divided into 5 chapters.

Chapter 1: Introduction

- Introduction
- Review of literature
- Statement of the Problem
- Significance of the Study
- Objectives of the Study

- Hypothesis
- Research Methodology

Chapter 2: Socio-Economic background of Tribal women of Rajaborary and Ranchi.

Chapter 3: Violence Against Scheduled Tribe Women before & during pandemic at workplace.

Chapter 4: Impact of the Violence against women faced physically and mentally by Scheduled Tribe women of Rajaborary estate and Ranchi district.

Chapter 5: Comparative study of challenges faced by women regarding Violence at work place.

Chapter 6: Conclusion/Suggestions

Appendix: References, Tables & Figures

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